



DISCRIMINATION and POWER



Overview

- **Prejudice**
- **Discrimination**
- **The characteristic of discrimination**
- **Power and its relationship to discrimination**
- **Dr. Allport's Hierarchy**



Concept of EO Violations

- **Racism**
- **Sexism**
- **Prejudice**
- **Discrimination**



Prejudice

- **Faulty and inflexible generalization**
- **Preconceived opinions or feelings**



Levels of Prejudice

- **Cognitive**
- **Emotional**
- **Acting Out**



Discrimination

- **Treatment or consideration based on class or category rather than individual merit**



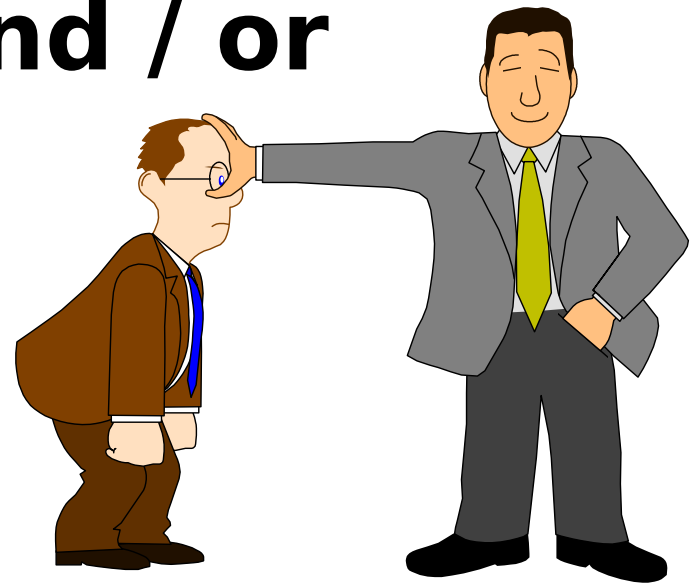
Characteristics of Discrimination

- **Overt or hidden**
- **Direct or indirect**
- **Intentional or unintentional**



Power

The ability of a person in a relationship to influence others in the relationship psychologically and / or behaviorally.





Power Basis

- **Formal Power**
 - **Legitimate**
 - **Reward**
 - **Coercive**
- **Informal Power**
 - **Expert**
 - **Referent**
 - **Associative**



Institutional Discrimination

- **Any systematic or functional practices that discriminate or manifest unequal treatment.**



Dr. Gordon Allport's Hierarchy

- **Disparaging terms**
- **Avoidance**
- **Discrimination**
- **Physical attacks**
- **Extermination or genocide**



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